

Nancy Schess

Partner

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Nancy Schess is a partner in the Firm's Labor & Employment Practice. Nancy understands that compliance can be intimidating and views her role to be helping clients make knowledgeable, practical decisions about complex workplace issues so that they can get on with running their business. Her approach is highly collaborative with a deep appreciation of the importance of the human factor when running a business. She works closely with her clients to develop and implement processes that make sense inside their own culture while navigating the ever-changing maze of employment regulation.

Nancy focuses her practice on a broad range of workplace compliance issues including:

- Preventing discrimination and harassment
- Wage and hour compliance
- Time off requirements and employee leave management
- General employee relations
- Defensible discipline and performance management
- Employee handbooks
- Employment contracts
- Restrictive covenants
- Severance agreements
- Workplace investigations
- Customized training programs

In addition, Nancy practices occupational safety and health law where she assists her clients with Occupational Safety and Health Administration inspection activity and citations.

Nancy represents her clients in connection with investigatory or audit activity at agencies including various Departments of Labor. She also handles administrative proceedings before the U.S. Equal Employment Opportunity Commission (EEOC) and state and local discrimination agencies.

Related Services

- Labor & Employment
- Employment
- Hospitality
- Wage and Hour / Public Works Prevailing Wages
- Internal Investigations

Nancy frequently speaks on a wide array of compliance issues that arise in the workplace for organizations, trade associations, and bar associations.

Education

- State University of New York at Albany (B.A., *summa cum laude*)
- Boston University (J.D.)

Bar Admissions

- New York
- U.S. District Court for the Eastern District of New York
- U.S. District Court for the Southern District of New York

Professional Affiliations

- Co-Founder, Gotham City Networking (Chair, Women's Division)
- Vice President, Gotham City Networking Foundation, Inc.
- Executive Committee Member, Attorney Round Table
- Member, New York State Bar Association

Awards & Honors

- *Best Lawyers in America*®, 2024, 2026
- *New York Super Lawyers*, 2011-2025

Insights

November 24, 2025

NYC Employers Face New Safe and Sick Time Obligations: Will You Be Ready for the Compliance Deadline?

June 3, 2025

NJ Pay and Benefit Transparency Act Requires New Disclosure Compliance

February 20, 2025

Executive Orders Challenge DEI Programs With Potential Impact For All Workplaces

January 13, 2025

New Year Reminder to Employers: Make Sure Your Exempt Employees Are Being Paid Enough to Maintain Their Status

April 5, 2024

The New York Frequency of Pay Controversy Heats Up

January 31, 2024

New York Legislators Have Been Busy: Employers Beware